

CBU Assessment Strategic Plan 2025

Mission: Assessment supports the University's mission by ensuring the continuous improvement and ethical stewardship of its programs, services, and resources for all members of the CBU community.

Vision: Assessment at CBU will be an increasingly effective process that involves all members of the CBU community in evidence-based, systematic, authentic self-reflection and continuous improvement.

Strategic Plan

The strategic planning subcommittee has determined three priorities that will guide execution of the vision for assessment at CBU:

1. **Continuous Improvement**

Assessment at CBU will lead to an increasingly effective process and product.

2. **Critical Insights**

Assessment at CBU will demonstrate transparent and critical reflection resulting in data-driven improvements.

3. **Community Involvement**

Assessment at CBU will be a shared responsibility that benefits and reflects the needs of all members of the CBU community.

The following page provides the goals associated with each of these priorities. This plan will be reviewed and reconfirmed at the first assessment committee meeting of each academic year.

	Goal	Priority	Instrument	Outcome	Due Date
1	Evaluate assessment handbook and revise if necessary.	Continuous Improvement	Committee Approval	By May 15 2020, a majority of assessment committee members will approve a revised assessment handbook.	5/15/2020
2	Implement Taskstream AMS across campus.	Continuous Improvement	Adoption	By May 15 2020, all programs will enter Yreports in Taskstream AMS.	5/15/2020
3	Develop strong Graduating Student Survey for program assessment.	Critical Insights	Survey Administration	By August 15 2020, a semesterly administration of a revised GSS will be established.	8/15/2020
4	Increase cohesion between assessment and curriculum processes	Continuous Improvement	Committee Approval	By September 15 2020, a curriculum handbook aligning curriculum processes with strong assessment practices will be approved by the curriculum committee.	9/15/2020
5	Increase the quality of program review submissions.	Continuous Improvement	Rubric	By May 15 2021, 80% of program reviews will be scored as "Highly Developed" on a 4-point rubric.	5/15/2021
6	Evaluate program review handbook and revise if necessary.	Continuous Improvement	Committee Approval	By May 15 2021, a majority of assessment committee members will approve a revised program review handbook and template.	5/15/2021
7	Update assessment website to include current best practices in assessment support.	Community Involvement	Survey	By May 15 2021, 80% of stakeholders surveyed will agree or strongly agree that the assessment website supports their continuous improvement efforts.	5/15/2021
8	Integrate annual assessment and program review with WSCUC standards.	Continuous Improvement	Mapping	By August 15 2021, all relevant WSCUC standards will be mapped to a revised program review and annual assessment template.	8/15/2021
9	Implement assessment transparency framework	Community Involvement	NILOA Transparency Framework	By August 15 2021, the CBU assessment website will meet all criteria of the NILOA transparency framework.	8/15/2021
10	Pursue HSI Grant to close hispanic/latinx student achievement gap	Community Involvement	Grant Award from ED	By August 15 2021, OEE will be awarded a \$500,000 grant to support efforts closing achievement gaps among hispanic/latinx students.	8/15/2021

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11	Complete Interim Report for WSCUC.	Continuous Improvement	Committee Approval	By January 1 2022, the assessment committee will have successfully contributed to relevant sections of the interim report related to assessment and program review.	1/1/2022
12	Increase the quality of annual assessment submissions.	Continuous Improvement	Rubric	By May 15 2022, 80% of annual assessment submissions will score "highly developed" on a 4-point rubric.	5/15/2022
13	Implement Taskstream LAT across campus.	Continuous Improvement	Adoption	By May 15 2022, all programs will use TS LAT for all SLO data collection related to one critical assignment per SLO.	5/15/2022
14	Build cohesive assessment strategies for USOs, GE, and CCs	Continuous Improvement	Committee Approval	By May 15 2022, a majority of assessment committee members will approve a formal assessment plan for the USOs as expressions of GE and CC assessment.	5/15/2022
15	Implement faculty training and resources related to assessment competencies.	Community Involvement	Committee Approval	By May 15 2022, the assessment committee will approve assessment competencies and training plans affiliated with those competencies	5/15/2022
16	Create satisfaction benchmarks for the SSI.	Critical Insights	SSI	By May 15 2022, the assessment committee will approve SSI benchmarks for use in university and program assessment.	5/15/2022
17	Implement program review mentoring program	Community Involvement	Program Launch	By August 15 2022, a program review mentorship program will be established.	8/15/2022
18	Onboard an assessment technology and research coordinator.	Critical Insights	Onboarding new hire	By August 15 2022, OEE will onboard a 1 FTE employee for assessment technology and research support.--Contingent on HSI grant award.	8/15/2022
19	Integrate annual assessment and program review processes with each other.	Continuous Improvement	Survey	By May 15 2023, 80% of faculty completing program reviews will agree or strongly agree with the statement "I feel that my annual assessment work adequately prepared for engaging in a review of my program"	5/15/2023

20	Implement systematic review of assessment tools and processes.	Continuous Improvement	Survey, rubric	By May 15 2023, 80% of respondents will indicate satisfaction with assessment processes and procedures; By May 15, 2023, assessment procedures will rate at a 3.5/4 mean score on JMU Meta-assessment rubric.	5/15/2023
21	Implement systematic use of program review for resource allocation.	Critical Insights	Policy approval	By May 15 2023, the executive council will approve a policy and process clearly indicating the relationship between assessment of student learning and resource allocation.	5/15/2023
22	Develop data dissemination method for institutional data/surveys: SSI, NSSE, GSS, Alumni Survey, Employment outcomes.	Critical Insights	Survey	By May 15 2023, stakeholders will agree or strongly agree with the statement "the institutional data dashboard effectively supports my continuous improvement efforts"	5/15/2023
23	Increase shared ownership over the continuous improvement process and structure: faculty, staff, students, administration, alumni, and community partners.	Community Involvement	Faculty Involvement Reporting	By May 15 2023, each college/school will have clearly established lines of shared authority and responsibility for assessment, resulting in at least 40% of faculty involved in regular assessment activities.	5/15/2023
24	Create assessment resource library	Community Involvement	Satisfaction Survey	By May 15 2023, stakeholders will agree or strongly agree with the statement "the assessment resource library effectively supports my continuous improvement efforts."	5/15/2023
25	Engage in systematic review of USOs in a program review format	Continuous Improvement	Meta-assessment rubric	By May 15 2023, a program review of the USOs will be completed and evaluated with a mean score of 3.5/4.	5/15/2023
26	Institute systematic employment outcomes data gathering and reporting.	Critical Insights	Survey	By May 15 2023, 80% of stakeholders will agree or strongly agree that the employment data provided is useful for continuous improvement efforts.	5/15/2023

27	Develop strong alumni surveys for 1, 5, and 10 year grads.	Critical Insights	Survey Administration	By August 15 2023, an annual alumni survey administration will be established in support of university and program assessment	8/15/2023
28	Close equity gaps in student learning and success	Community Involvement	Grad rate and SLO assessment	By May 15 2024, 6 year graduation rates and SLO attainment for URM students will be comparable to non-URM students	5/15/2024
29	Increase student exposure to high impact practices.	Continuous Improvement	NSSE	By May 15 2024, 100% of responding seniors will report exposure to at least one HIP, 80% of seniors will report exposure to at least two HIPs, and 60% of seniors will report exposure to at least three HIPs.	5/15/2024
30	Complete Institutional Report for WSCUC.	Continuous Improvement	Committee Approval	By May 15 2024, the assessment committee will have completed all necessary contributions to the WSCUC institutional report.	5/15/2024
31	Increase student learning	Continuous Improvement	Annual Assessment Rubric	By May 15 2024 80% of programs will report criteria met on an annual basis.	5/15/2024
32	Increase integrity in assessment data collection strategies	Continuous Improvement	Meta-assessment rubric	By May 15 2024, 80% of programs will be evaluated at 4/4 on the YReport rubric dimension related to data collection strategies.	5/15/2024
33	Demonstrate excellence in assessment.	Continuous Improvement	NILOA EIA Designation	By May 15 2024, CBU will be awarded the NILOA excellence in assessment designation.	5/15/2024
34	Increase Assessment Infrastructure to support faculty in the development of assessment infrastructure, tools, and administration.	Critical Insights	Onboarding new hire	By August 15 2024, OEE will have a total of 2 FTE employees assigned to assessment (assessment director, associate director of assessment, and assessment technology and research coordinator).	8/15/2024
35	Increase URM perceptions of belonging on campus.	Community Involvement	Climate Survey	By May 15 2025, 80% of URM students will agree or strongly agree to feeling of belonging construct.	5/15/2025

36	Evaluate feasibility for involvement of non-academic and non-student services departments in continuous improvement efforts.	Community Involvement	Committee Approval	By May 15 2025, the assessment committee will determine whether to invite non-academic and non-student services departments into the annual assessment and program review framework.	5/15/2025
37	Increase faculty scholarship of assessment	Community Involvement	Fellowship Awards	By May 15 2025, the assessment committee will approve four annual fellowships for scholarship in assessment.	5/15/2025
38	Increase student satisfaction and student perception of educational quality and learning attainment while at CBU.	Critical Insights	GSS	By May 15 2025, 80% of respondents will agree or strongly agree to academic quality and USO constructs on the GSS.	5/15/2025

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